



Volume 1, Issue 2

# LEADING CHANGE

## AAC Transformation

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### Army Transformation News

**Army Announces Unit Designations in the Modular Army;** September 30, 2005. The U.S. Army announced today new unit designations in ongoing efforts to build the modular force. These naming conventions support the Army's continued modular force restructuring, while preserving most of its famous and historic lineages.....

[http://www4.army.mil/ocpa/read.php?story\\_id\\_key=7999](http://www4.army.mil/ocpa/read.php?story_id_key=7999)

**Facing the Future: Transformation Requires Adaptation;** American Forces Information Service; WASHINGTON, March 25, 2005 – “Change”, Army Chief of Staff Gen. Peter J. Schoomaker recently noted, “tends to indicate an end state,” while military transformation requires “constant adaptation” in response to a changing world.....

[http://www.dod.mil/news/Mar2005/20050325\\_312.htm](http://www.dod.mil/news/Mar2005/20050325_312.htm)  
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**The Army – At War & Transforming;** This video was recorded on 22 February 2003 and tells us first hand how the Army is Transforming.....  
<http://www.army.mil/features/aaw/index.html>

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### Army Acquisition Corps Transformation News

#### **Acquisition, Logistics, and Technology (ALT)**

**Futures Office (FO):** The ALT FO conducted it's first Council of Colonels (CoC) on 7 October 05. The ALT FO, which will be located at Ft. Lee, Virginia, was established to build ALT concepts, doctrine, designs, and force structure at the strategic, operational, and tactical levels to provide a single face to the field. During the CoC, plans were solidified and the “way ahead” established by providing coordinated and collaborated guidance to develop a by-phased ALT Futures Office Implementation Plan (IMP) as a road map to developing this new Office. The plan will be conducted in two phases. Phase One: ALT FO IMP completed – (July – October 05); Phase Two: ALT FO IMP Execution – (October 05 – March 06).

**Army Acquisition Corps (AAC) Regionalization Plan:** On 17 April 2005, the Director AAC established the AAC Regionalization Implementation Plan and designated Senior Regional Acquisition Officials (SRAOs). This

Regionalization Plan provides an opportunity to standardize the professional development of the AAC by allowing officers to grow into positions of increased responsibility while positively supporting the Global War on Terrorism, America's Homeland Security, and the Army's Campaign Plan.

This plan applies to Captains and Majors within the AAC who are assigned within six specific regions. The current regions are Warren, Michigan; Picatinny Arsenal, New Jersey; Fort Monmouth, New Jersey; Military District of Washington – North; Military District of Washington – South; Redstone Arsenal/Huntsville, Alabama.

Regionalization begins when an officer is assigned by the U.S. Army Human Resources Command (HRC) to a specific position. Inbound officers are assigned to a region by HRC for a period of 48 months, except in cases of advanced civil schooling or DA-directed assignments. These initial assignments are coordinated between the Acquisition Management Branch (AMB), HRC, and the Regional Account Managers. HRC will notify each region of their inbound officers by an agreed upon date between the SRAOs and the AMB Branch Chief or their designated agents. Officers currently in regions will be identified and rotated according to the individual operating procedures developed by each SRAO. In coordination with other regions, including HRC, the SRAOs will use the approved Military Acquisition Position List (MAPL) to manage assignments for rotating CPTs and MAJs, which may include those that, by the Table of Distribution and Allowances, belong to other commands, in order to broaden their acquisition experience. POC is MAJ Andrea Williams at [andrea.Williams@us.army.mil](mailto:andrea.Williams@us.army.mil)

**Military to Civilian (MIL/CIV) Conversion:** The Secretary of the Army has announced his intent to convert an additional 20,000 to 30,000 military positions. During the last MIL/CIV conversion initiative, the Army Acquisition Corps (AAC) converted 10% of our force structure to accommodate Army requirements. While the AAC is the smallest military force in the Department of Defense, we are in a high demand-low density area and we continue to successfully meet all in-theater, joint, and defense demands. At this time, however, no targets have been identified by HQDA, it's unlikely that we will be exempt from contributing to the overall Army initiative. Any reduction in FA51 force structure will affect

acquisition OPTEMPO and directly impact support to the Combatant Commanders. Once military conversion execution orders have been published, guidance will be provided to each MACOM to assist in their review. LTG Joseph Yakovac, Director, AAC, will also review all recommended FA51 positions for possible conversion and approve/disapprove.

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### Upcoming Events

#### U.S. Army Acquisition Support Center's Annual Competitive Development Group (CDG) Orientation, Induction and Graduation Event:

- 30 Oct – 2 Nov 05; Hilton Alexandria (Old Town)  
[http://asc.army.mil/programs/cdg/2005\\_grad/orientation\\_graduation.cfm](http://asc.army.mil/programs/cdg/2005_grad/orientation_graduation.cfm)

#### ASC Quarterly Transformation Campaign Plan Review:

- 1 Nov 05

#### Change Leadership Team (CLT) VTCs:

- 3 Nov 05 / 15 Dec 05 / 19 Jan 06
- Green 1300 –1350 EST: Initiative: TBD
- Silver 1400 –1450 EST: Initiative: TBD
- Gold 1500 – 1550 EST: Initiative: TBD

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### AAC Transformation Initiatives

The AAC Transformation Project Cell is working diligently to bring to fruition several Transformation Campaign Plan (TCP) initiatives. Below are just a few "Active" initiatives, that when accomplished, will offer a greater Return on Investment to Acquisition personnel. For additional information on these initiatives, you can view the Concept Action Plan charts listed on our webpage.

**Initiative 8: Civilian Operational Experience Program –**  
The program is designed to reach the civilian Acquisition, Logistics, and Technology Workforce at all levels and within all Acquisition Career Fields, inform them of the opportunities within the Army, educate them on the mission of the warfighter, and provide guidance on how to plan for this experience within their career. A catalog to inform the Civilian AL&TWF of the opportunities within the Army to educate them on the mission of the warfighter is currently being developed. POC is Mrs. Ellen Elgart,  
[mary.ellen.elgart@us.army.mil](mailto:mary.ellen.elgart@us.army.mil)

**Initiative 40: Training with Industry (TWI) Civilian Program –** This program is designed to establish, improve, and execute the following programs on behalf of military and civilian AAC members: Senior Service College (SSC), SSC Fellowship Program, Naval Post Graduate School Resident and Distant Learning,

Industrial College of the Armed Forces, and TWI. There is a working concept plan to leverage the existing TWI program and to integrate the civilian workforce. POC is MAJ Andrea Williams at [andrea.williams@us.army.mil](mailto:andrea.williams@us.army.mil)

**Initiative 49: Develop a Lean Six Sigma (L6S) AAC Business practice policy/strategy –** The purpose of this program is to develop an AAC L6S policy/strategy using the L6S methodology. This policy/strategy shall be the genesis for PEOs & PMs to develop internal L6S policies/strategies to affect business practices through lean applications and value stream analysis for the warfighter. POC is MAJ James Bamburg at [james.bamburg@us.army.mil](mailto:james.bamburg@us.army.mil)

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### AAC Transformation Focal Point

**Single TDA for FA51 Positions:** LTG Joseph Yakovac, Director, AAC, has directed a single TDA be established for FA51 positions. The purpose of a single TDA will be to provide the Army Acquisition Executive and the Director, AAC, the flexibility to realign our high-demand resources to support Army missions. This effort will support the recent "regionalization" policy whereby CPTs and MAJs are afforded the opportunity to work in many AAC Areas of Concentration to provide them the depth and knowledge required to support our warfighters. An IPT has been established with the Army G-3 staff to work through the necessary issues in order to achieve this goal. Another major goal is to ensure FA51 requirements are documented on each organization's TDA. This initiative will begin with Command Code AE (Army Acquisition Executive).

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### "New" AAC Transformation Webpage

We are continuing to find ways to improve the Army Acquisition Corps Transformation efforts. This newsletter is our attempt to increase awareness of AAC Transformation efforts. To open our webpage, click on the link to the Acquisition Support Center webpage below then click on the "Army Acquisition Corps Transformation" icon.

<http://asc.army.mil/portal.cfm>

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### Contact Information

Please address any issues or concerns to  
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